

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## NASA (and below)

For 3<sup>rd</sup> Quarter 2019 for period ending June 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 06-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	38	46	52	33	62	29
Number of Complainants	38	41	43	29	59	29
Repeat Filers	0	5	7	3	3	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 06-30
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	19	20	27	16	27	15
Color	5	4	6	7	10	5
Religion	2	2	0	1	2	1
Reprisal	22	27	37	22	33	13
Sex	20	19	15	19	27	13
PDA	0	0	0	0	0	0
National Origin	5	7	7	3	7	3
Equal Pay Act	2	2	0	1	1	0
Age	17	9	20	17	18	13
Disability	14	24	27	17	20	11
Genetics	0	0	0	0	0	0
Non-EEO	1	1	2	2	7	0

Complaints by Issue	Comparative Data

Complaints by Issue	Previous Comparative Data					2019
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Previous Fiscal Year Data					Thru 06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	Thru 06-30
Appointment/Hire	1	3	6	3	4	4
Assignment of Duties	4	9	11	5	2	2
Awards	0	0	1	1	2	0
Conversion to Full Time/Perm Status	0	0	1	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	1	0	2	0
Reprimand	1	0	1	1	1	0
Suspension	4	2	2	0	3	0
Removal	3	3	1	0	1	1
Other	0	0	0	0	1	0
Duty Hours	0	0	1	0	1	0
Perf. Eval./ Appraisal	8	10	19	6	7	8
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	20	21	27	24	30	18
Sexual	1	2	0	0	0	0
Medical Examination	0	1	0	0	0	0
Pay including overtime	3	2	3	2	1	0
Promotion/Non-Selection	7	9	9	4	15	4
<b>Reassignment</b>						
Denied	2	2	3	2	2	0
Directed	3	4	5	1	5	1
Reasonable Accommodation Disability	5	6	9	9	6	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	2	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	6	1	0	2
Termination	3	1	2	2	5	1
Terms/Conditions of Employment	0	1	4	4	5	3

Complaints by Issue			Comparative Data					
			Previous Fiscal Year Data					2019 Thru 06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>			2014	2015	2016	2017	2018	
Time and Attendance			6	4	9	3	1	2
Training			3	1	1	4	3	2
Other								
User Defined - Other 1			0	0	0	0	0	0
User Defined - Other 2			0	0	0	0	0	0
User Defined - Other 3			0	0	0	0	0	0
User Defined - Other 4			0	0	0	0	0	0
Processing Time			Comparative Data					2019 Thru 06-30
			Previous Fiscal Year Data					
			2014	2015	2016	2017	2018	
Complaints pending during fiscal year								
Average number of days in investigation			226.19	225.48	231.88	283.10	243.39	241.89
Average number of days in final action			143.83	156.86	176.83	253.00	245.90	368.48
Complaint pending during fiscal year where hearing was requested								
Average number of days in investigation			228.38	231.44	228.72	276.63	248.00	250.55
Average number of days in final action			26.67	141.78	34.00	36.50	33.60	52.60
Complaint pending during fiscal year where hearing was not requested								
Average number of days in investigation			222.62	213.56	228.67	308.57	256.08	235.94
Average number of days in final action			182.89	184.00	205.40	353.00	448.00	483.16

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 06-30
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	11	8	8	8	9	3
Average days pending prior to dismissal	71.18	58.13	113.88	171	101	119.67
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	4	2	1	0	2	5
Total Final Agency Actions Finding Discrimination	Comparative Data					
	Previous Fiscal Year Data					2019 Thru

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Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 06-30	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	100	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	100	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												

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Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 06-30
	2014	2015	2016	2017	2018	
Investigation	0	0	2	0	0	3
ROI issued, pending Complainant's action	0	0	0	0	1	5
Hearing	17	19	25	39	43	46
Final Agency Action	3	2	5	10	13	7
Appeal with EEOC Office of Federal Operations	27	23	47	9	8	11
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 06-30
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	2	0	3	2	0	0